

# **Putative and invalid termination of employment by the employee**

## **Abstract**

The aim of this diploma thesis was to provide the reader with a comprehensive explanation of the issue of putative and invalid termination of employment by the employee and to offer a suitable procedure for resolving such a situation, which the employer could use in these cases. For this purpose, this thesis was divided into four main chapters. The first of them is devoted to a brief definition of the relationship between the Labor Code and the Civil Code, its development in recent years, as well as the definition of the terms employment relationship, its termination and dismissal. Through this introduction to the issue, the exact scope of this thesis is defined, ie the putativeness and invalidity of juridical acts by which the employee unilaterally terminates the employment relationship, namely dismissal, immediate termination and termination of employment during the probationary period. The second chapter deals with juridical acts and their defects. First, the individual conceptual features and subsequently also the requisites of the juridical act are thoroughly analyzed, so that it is possible to deal in detail with individual cases of putativeness and invalidity of termination of employment, and then the concepts of putativeness and invalidity of juridical act are explained. In its main part, this thesis deals with individual cases of putativeness and invalidity of juridical acts. The main part of the thesis consists of the third chapter, which deals with putative termination of employment, and the fourth chapter, which deals with invalid termination of employment. In accordance with the above-mentioned goal of this diploma thesis, both chapters three and four also contain a subchapter devoted to possible ways of defending the employer against defective termination of employment and his right to claim compensation for the resulting damages.

## **Keywords**

termination of employment, juridical acts, putative juridical acts, invalid juridical acts